

7 mos
400

To be preserved permanently

GENERAL AND REVENUE SECRETARIAT.

1905-6

Lab. Repts. (S & A)

re 81-26 (1-2)

re 81-26 (3-5)

File No.

5 of 1,896-97

Serial Nos.

~~708 of 02~~

~~703~~ 1-8

S & A
2

Papers Filed.

Month

July

SUBJECT.

Re: Gratuity to the families of public servants who die either before or after retirement

PREVIOUS REFERENCES.

not to be
5 years.

LATER REFERENCES.

destroyed after
S & A 63-20-179

countermarked

Indesent

27th. 5 9 1896

①

Note submitted for orders

Under the Rules now in force, an Officer in Superior Service (i.e., a public servant drawing more than Rs 10) whose service is less than ten years, gets a gratuity not exceeding one month's emolument for each completed year of service. Officers who have put in longer service get a pension calculated at $\frac{1}{60}^{\text{th}}$ of pay for every year of such service. It is evident that the latter

is a higher privilege
than the former. That
being so, I submit that
an officer should be
allowed the option of
taking the gratuity ad-
-missible for short ser-
-vice in preference to the
pension earned by him
for long service. It is true
that cases of such election
~~will~~ be few and far between.
But there should be nothing
to prevent an officer from making
it, if his present and future
circumstances should in-
-cline him to it. Art 318^x of
our Regulations is, however,
in his way and disentitles
him to the minor

"An officer entitled to pension
may not take a gratuity in-
-stead of pension" - P. 1

privilege when he is
entitled to the major
privilege. Though cor-
-responding to Article
515 of the British Service
Regulations, this is a
hard rule and may be
abrogated to the ad-
-vantage both of Govern-
-ment and of its Officer.
On the one hand, the Of-
-ficer concerned would
thus be enabled to extru-
-cate himself from his
present pecuniary diffi-
-culties and to make
provision for himself
and his family in a
manner which he con-
siders ~~at~~ more satisfactory.

while on the other hand
the Government would
be saved the cost of
paying him a life pen-
-sion and at the same
time earn his gratitude
^{by}
~~for~~ rewarding his long
service in the form
most acceptable to him.

The moment an
officer retires, his gra-
-titude is ensured, to him-
-self if he lives till it
is formally sanctioned
and to his heirs if he
dies in the meantime.

We may, in my humble
opinion, go a step further
and show some generosity

to the heirs of our Of-
-ficers dying ⁱⁿ harness.
Whatever gratuity an
Officer has earned for
the services he has ren-
-dered, may be paid to
his heirs who, by his
premature death, lose
their bread-winner. Such
payments would be a great boon
to many a family for which no

An Officer's Ser-

n adequate provision has
been made and which
would ~~otherwise~~ ^{therefore} suddenly
sink from easy com-
-fort to abject poverty.

-vice may be ever so
long and his pension
at retirement ever so
large, still the present
proposal aims at nothing
higher than the grant
to himself in the event
of election at retirement

and to his heirs in the event of his untimely death, of a gratuity not exceeding the maximum of 9 month's pay fixed by our Regulations. Some such concession as that I have suggested, will undoubtedly go a long way to enhance the popularity and attractiveness of our public service. An officer while serving us would then have the comfortable feeling of assurance that should he be snatched away when still in service, his family would

in our present system of Gratuities & Pensions - This system aims at making a provision for the individual and does not take his family into account. Regarded from the stand point of European family life it may be regarded as complete in itself, but judged by the standard of Indian family life it must be regarded as defective - To enable a ~~retired~~ public

Servant ~~officer~~ to maintain himself in dignity & comfort after retirement is no doubt an important object, ~~but to enable him with the Govt, but~~ with every Govt - European or Indian - but to enable his family to live in comfort after his death is an object to which an Indian Govt will ~~it~~ naturally attach greater value than a European Govt. can, for with us the individual is of less account than the family - ~~we have~~ The family sentiment with us is always very strong and finds expression in all our dealings - But assuming that the same sentiment is equally strong with the European, the absence of provision for family in the British

Pension Code can be regarded ~~to~~ as due to other arrangements for pensions for widows & minor children, which exist in the case of the ~~case~~ principal Civil & mil. ~~the~~ branches of the British Public Service. As we have no such arrangements for any branch of our Service, it behoves us to consider how best we can minimize the effect of the sudden death of a public servant on the members of his family. In adopting an insurance system we have already done something in this direction, & by adopting the change proposed by the Secy, we shall make a further & much needed & perfectly ^{reasonable} move in the same direction -

(1) We may accept as axiomatic the principle that a Pension is a higher concession than a Gratuity - To secure a pension more time & trouble are required than to get a Gratuity - (2) That

Every man sh^d have the option of
elects to receive the smaller concession
a gratuity (Subject of course to a ^{proposition} ~~maximum~~ limit) to which no
reasonable objection can be raised.

If the above two propositions be
conceded, we have it that a
gratuity is earned by a certain
length of service, but it becomes
payable on a certain contingency.

That contingency is now only
physical incapacity of some kind.
~~and~~ but in reason it sh^d also include
~~the~~ death. When in harness - If
gratuities can be given because
a man loses a limb, why sh^d
it not be paid if he actually
dies - The only difference is that
in the one case it is intended
for the man & in the other it
is for his family - But for us
the family sh^d have quite as
much claim upon our generosity
as the individual himself.

I would like due consideration of
this most important question by
the Committee & myself

20/5/97

Matter for Council

(1) The grant of gratuity
instead of pension of the
official concerned elects
to take it.

(2) The grant of gratuity to
the heirs of officials who
die in harness after earn-
ing it.

Obviousness
Dec.

21-5-97.

Rajasharan Prasad }
T.R. - G. - Thendrupelly } 21/5/97
C. J. A. }

P. N. Krishnamoorthy }
21/5/97 }
22/5/97 }

Khan Bahadur }
Abdul Rahim Khan }
21-5-97 }
Dewan - Seen. }

The favor of early circular
- kōn & return is requested
as the matter is proposed to
be brought up for discussion
at the meeting of the 22nd Inst.
Q.

21/5/97

(2)

Extract from the 98th Meeting,
of the Council Proceedings.

Dated 22nd May 1897.

— an —

*

*

*

3. That draft Rules
be framed and submitted
for the consideration
and orders of Government
amending the Mysore
Service Regulations in
the following particulars:

(1) To grant a gratuity
to the families of pub-
lic servants dying
either before or shortly
after retirement on
pension, the maximum
of such gratuity being
fixed at ten months'
pay in the case of full
(or half pay) pension
earned and less for shorter
periods of pensionable
service according to a
sliding

sliding scale. The amount payable to the family of a pensioner to be the difference, if any, between the gratuity admissible as above and the pension actually drawn by him before death. For the purposes of this concession, the word "family" to mean only the widow or children or both.

(2) To alter the present Privileges leave Rules, which permit of 3 months being earned in 3 years at the uniform rate of one month in each year, so that a maximum of $14\frac{1}{2}$ months may be earned in 7 or 8 years, one month being made earnable in the first year and less in subsequent years

years according to a
descending scale; and
further to permit of privi-
-lege leave being taken in
Continuation of vacation,
provided that the total
period of absence does
not exceed $4\frac{1}{2}$ months
including the vacation.

✕

✕

✕

Note.

There are two distinct and separate questions involved in this reference. The second of them viz. that relating to privilege leave is a more difficult and complicated one than the first which relates to gratuity payable to the families of deceased officials and pensioners, and seems to require reconsideration.

Was no action taken upon this? ~~Let me~~
~~all the Council~~
 That's what was done. Subsequent correspondence.
 And Council Clerk. J. N. A.
 31-1-01
 Submitted.

Nothing further has taken place on this subject. But the question of the grant of extraordinary pension or gratuity to families of Police officers dying of plague contracted in the discharge of their duties is now under circulation as a formal matter.

28/2/01
 That is a different matter all together.

2. I don't think there is much difficulty in framing Rules as regards the gratuity above referred to. The Comptroller speaks of "numerous doubts and difficulties" and mentions in particular the two following:-

(1) Does "a widow" include a ~~cowidow~~ where an officer leaves more widows than one?

(2) Do "children" include married daughters living independently with their husbands and grown up children earning their own livelihood, or refer

Give this to me on Tuesday next in the office of
 3/3/01.

Let me see it - till the 8th of Decem-
 re turns from ~~the~~ in 12/01

refer only to children depending upon
their father at the time of his death
and not earning anything independently?

3. It appears to me that no widow
and no child were intended to be ex-
cluded from the definition of "family"
in the Resolution passed at the 98th
meeting of Council. Indeed it is un-
desirable to make any Rules which are
indefinite and which cannot be worked
without an elaborate enquiry-often
attended with doubtful results-being
held in every individual case. The
proposed gratuity is a recognition
of the services of a deceased officer,
and his family is entitled to ~~it~~
irrespective of the number of souls
constituting it or of their circum-
stances in life. The object of Govt.
is I believe to exclude only those
who are not the deceased's widows and
children. ~~So~~. Article 232 of our
Service Regulations will I think

7

7-6

There are two distinct & separate questions involved in this reference. The second of them is that relating to privilege leave is a matter of - call and discipline - one than is privilege relates to gratuity pay - able to the families of deceased officials & pensioners, and secondly to require reconsideration -

2. I don't think there is much difficulty in framing Rules regarding the gratuity alone referred to. The Comptroller speaks of "minor doubts and difficulties" and mentions in particular the two following:-

(1) One's widow may be a dependent on an officer ~~who has been~~ (1) and more widows than one.

(2) ~~Widows~~ "children" include married daughters living independently with their husbands & grown up children etc. etc. who can contribute

or ref. to children
at the time of his death
I was very anxious
~~to~~ interested in

3. I believe that no
letter to be sent from
the office of "F. B. I."
The Director has hoped at
98 percent that I would
be able to make a
statement in a report
and that I could be won
without an effort at all.

4. I believe that every
individual case - the
people's rights and the
rights of the service of a
person.

5. I believe that the
rights of the people can be
won if there is a
will to do so. The rights
of the people are the rights
of the people.

6. I believe that the
rights of the people are the
rights of the people.

7. I believe that the
rights of the people are the
rights of the people.

8. I believe that the
rights of the people are the
rights of the people.

to make the U.S. to
be a better place
in each case
I believe that
the rights of the
people are the
rights of the people.

think have to be expunged.

4th I beg to solicit orders on the
foregoing points so as to enable me to
frame Rules in consultation if necessary
with the Comptroller.

Submitted to Secty -

This file which
was referred to the
Head Clerk P & Co So
far back as May 1901
for drafting the Rules
ordered by the Secretary
was delayed by him upto
the middle of June 1902 -
When ~~some~~ one of the Clerks
of the Branch found out
the papers in the Head
Clerks table and sent the
same to me on the 30th
June 1902. As I had no time
to attend to the same up
23rd July 1902 on which date
I left this for Mysore, I
asked the office to subm
the papers to the Secretary
as the Clerk could not
find time to do so.

doing so, he seems to have
sent up the same to me
again. I have gone thro the proposed
Rules which I submit, may
be forwarded to the Comptroller
for opinion or criticism, the
other file on which the
Dewan has called for some
information in accordance
with His Highness's orders
being submitted to the
Dewan after issue of the
order to the Comptroller.

I regret very much that
the Head Clerk should
have delayed the paper
for over a year.

1899
4/1/1902

It is very bad of Ramadwan
etc. But the delay should have
been found out by periodical check
of pending papers. I shall feel ob-
liged if Asstt Secretaries will hereafter
regularly check these lists & check
at the prescribed intervals.
The same will be sent to him
on his return H.S. = 7/9/1902

As directed, a draft of the rules on the subject of Family gratuity is submitted together with a draft docket to the Comptroller forwarding the same for favour of opinion or criticism.

As regards the 1st. point noted by the Secretary above, it is respectfully submitted that the proposal to allow a public servant the option of electing gratuity or pension therein referred to, though moved in the 1st instance, does not seem to have been approved of in the Council, as the same has not been recorded in the Council Resolution; hence this point has not been embodied in the Draft Rules.

2. As regards the 2nd. question of privilege leave, it is submitted that the then Secretary (the present 2nd. Councillor) ordered, on the Comptroller pointing out certain difficulties in his letter No. 8216/P&A 5// dated 17th. June 1897, that the question required a reconsideration. As the leave rules have since undergone several changes, such as the abolition of the provisions contained in Art. 172² and 173, and the adoption of the Govt. of India Resolution in re the grant of furlough &c in continuation of privilege leave, it is a

*But still it
seems to be wor-
thy of re-con-
sideration.*

Henry

Vide Pro. No. 16228-67/P&A 1147
dated 4th. April 1902. (Spare copy
put up).

Vide Pro. No. 1983-2022/P&A 154
dated 30th. July 1902. (spare copy
put up).

matter for consideration whether the
leave
privilege, Rules still require altera-
tion.

Submitted for orders.

42

4/9/1902

Please put up a Compo-
dated note from the beginning
on the question of ~~the~~ prater-
ties.

I think the Privilege leave
rules may be left out of
consideration now.

The Comptroller's opinion
may be invited after this
has been seen and personally
approved by the Dewan and
2nd Councillor.

Am
7/9/1902

The Dewan
through the
2nd Councillor }

Let me see the Draft-
"Case - A."

9-9-02.

I am glad that this
question has been left
up - I agree with
the Secretary that
the question of relation
between pension
and gratuity is worthy
of consideration - The
draft seems all
right & may be
sent to the Comptroller
for opinion as
proposed - In
our letter to the
Comptroller I
would add that
"the accumulation
of gratuity for
pension at the
election of the
official concerned
is under considera-
tion & that Govt
would be glad
if the Comptroller
will with reference
to accumulation
rates for Indian
River, favor them
with his
opinion as to the
rates on which
the determination
of the amount of
gratuity payable

in lieu of permission
issued should be
made: Got -

I believe there have been in the past
a few instances of
of propriety having
been allowed to be
exchanged for officials - (I
trust you know it
was calculated
should also be
reported -

Our Leave Rules
as recently revised
seem to require no
further modification
at present, & I
therefore agree that
the Comptroller need
not be advised
concerning them.

Greenwood

To the Dewan.

13/9/02

7/92
all right
in the opinion
of the order be
passed with
15.18.02

Dr. H. S. S. S.

Draft submitted with the addition of
to the 2nd Cr.

Draft rules amending the Mysore Service Regulation.

(i) In page 71-Chapter XVII add "VI Family gratuity" Art.314 A page 96."

(ii) Add the following as C to Art. 232 :-

In cases however, in which a public servant dies just before or shortly after his retirement on pension, it will be necessary to consider the claims of his ~~widow or~~ *wife, parent & child* ~~children~~ on account of services rendered by such public servant, and to grant them family gratuity as prescribed in Article 328.A.

(iii) To Chapter XVII add "Section VI - Family gratuity"

Explanation.

314 A. A Family gratuity is granted to the family of a public servant who dies either before or shortly after retirement on pension. The amount payable to the family of a pensioner shall be the difference if any, between the gratuity admissible under Art.328 A, and the pension actually drawn by him before death.

Note. For the purpose of this Art: the word "Family" shall mean the wife, parent and child.

Explanation

Explanation. Parent shall include father and mother[⊗] and grandfather and grandmother, and the word child shall include son and daughter and grandson and granddaughter and step son and step daughter.

⊗ Step father and step mother are designedly omitted.

IV To Chapter XVIII add "Section III

(a) -Amount of Family gratuity".

Amount admissible.

328 (a) The amount of gratuity is regulated by the length of service of the deceased as follows :-

Years of completed service.	A gratuity of __months' pay.
-----------------------------	---------------------------------

25 and above.....	10
24.....	9 $\frac{3}{4}$
23.....	9 $\frac{1}{2}$
22.....	9 $\frac{1}{4}$
21.....	9
20.....	8 $\frac{3}{4}$
19.....	8 $\frac{1}{2}$
18.....	8 $\frac{1}{4}$
17.....	8
16.....	7 $\frac{3}{4}$
15.....	7 $\frac{1}{2}$
14.....	7 $\frac{1}{4}$
13.....	7
12.....	6 $\frac{3}{4}$
11.....	6 $\frac{1}{2}$
10.....	6 $\frac{1}{4}$

V. Add the following as Articles 509 A and 510 A.

509 A. Whenever a claim for family gratuity arises on the death of a public servant while in service, the Head of the office in which the deceased was employed shall forward an application in Form No.2 A through his official Superior to the Comptroller to the Government of Mysore, who on verification of the services of the deceased

submit

submit the application to Government for orders.

510 A. Whenever a claim for Family gratuity arises, on the death of a pensioner, ^{an} application ⁱⁿ Form No.2 B shall be made by his ^{wife, parent or child} ~~widow or child~~ ~~-son~~ to the Deputy Commissioner of the District in which payment of the pension was being made, who after such enquiry into the rights and title of the claimants as he or other officer responsible for the payment may deem sufficient, shall submit the said application to Government for orders through the Comptroller.

VI. In page 227 under Part XIV-Forms add. "2. A and B-Application for Family gratuity"

VII. Add the following as Form No. 2 A.

..... Form No.2 A
..... (Family gratuity)
..... (Referred to in Art.509A)
..... Application for Family gratuity.

First Page.

- 11) Name of the deceased.
 - (2) Father's name.
 - (3) Race, sect and caste.
 - (4) Employment at the time of death including name of establishment.
 - (5) Date of beginning of service.
 - (6) Date of end of service.
 - (7) Length of service including interruptions.
- Years. " "
- of which superior.....
- Inferior.....
- Non-qualifying and } breaks

(8) Particulars of members of the deceased's family and their relationship to the deceased:-

(9) Date.

Signature of Head of office.

Second page.

Same as in Form No.2.

Third page.

- (1) Name of claimant.
 - (2) Age.
 - (3) Residence
 - (4) Degree of relationship to the deceased.
 - (5) Present occupation and pecuniary circumstances.
 - (6) Proposed gratuity.
 - (7) Place of payment.
 - (8) Height.
 - (9) Marks.
- Certificate and report by the comptroller.

Certified that service in the inferior or superior grades for..... years..... months.....days rendered by the deceased has been duly verified and that under Article....a gratuity not exceeding Rs....as....pies....is admissible to the claimant..... the amount of gratuity being debited to the.....

Form No.2 B.

(Family gratuity)

(Referred to in Article 510A)

Application for Family gratuity.

- (1) Name of the deceased pensioner.
- (2) Amount of the pension sanctioned to the deceased and the No. and date of the Govt.Pro. under which it

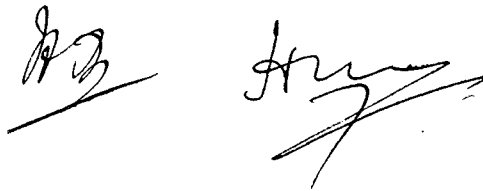
it was so sanctioned.

- (3) Date from which the pension was drawn.
- (4) Month and date for which the pension was last drawn.
- (5) Total amount of pension already ~~by~~ by the deceased.
- (6) Date on which the pensioner died
- (7) Members of the family of the deceased and their relationship towards him.
- (8) Name of claimant.
- (9) Age.
- (10) Residence.
- (11) Degree of relationship to the deceased.
- (12) Proposed gratuity.
- (13) Place of payment.
- (14) Height.
- (15) Marks.
- (16) Date.

Signature of Head of office.

Certificate and report by the Comptroller.

Certified that the particulars
as to payments made
herein given ^{are} are correct and that
the amount of gratuity payable to
the family of the deceased is Rs....
which is debitable to the.....



File No. (if any)

Directions.

No., date and purport of receipts to be entered in red, and office note in black ink in order of dates.—To be written only on one side, and inside the line of margin.

Branch P and A.

Subject The grant of gratuity to the families of public servants who die either before or after retirement on pension.

Letter No. 1993 d. 24th September 1903 from the Comptroller to the Govt. of Mysore.

The Comptroller was in this office docket No. $\frac{4395}{PA 344}$ & 20th September 1902, requested to favour Govt. with his opinion or criticism on the rules framed on the above subject and forwarded to him.

He now writes to say that the question is one of great importance requiring careful and laborious study that he has not therefore sufficient ~~time~~ time to study all the details of the question; ~~that as the~~ and that he has therefore left with Mr. Eagles, offg. Comptroller a brief and hurriedly

-hurriedly written note, containing
his views on the ~~sub~~ subject
for his successor to make what
use he likes of it.

Subt promiss. This is the reply received
DMZ after several reminders for
12/10/03 the past one year - 83
What a pity!
C.

Ask the present Offg 20/10/03.

offg sub
DMZ
29/10/03

Comptroller to expedite &
submit for info to
Dewan through 2nd Comm
Cllr! 83

28/10/03

Draft issued & submitted for
information. 83
11/11/03.

To the Dewan thro
the 2nd Commis.

479
11-11-03.

Seen C.

11/11/03

14036
14.11.03.

12/11/03

Seen by the Dewan. 13. 11. 03 (Vis-7)

G. R. S. 11]

1903-04

GENERAL AND REVENUE SECRETARIAT.

II
Salaries and all^{ies}

NOTES.

57289 ~~700~~ ~~04~~ ³
File No. ~~3 of 03~~

FILE HEADING.

Grant of gratuity to the families of public servants who die either before or after retirement

From

The Comptroller in Mysore

No. 1852
 99 Dated 21-9-04 Received 22-9-04

Diary No. 1169 } Enclos. 1 Spare Copies. { Serial No. /

BRIEF ABSTRACT OF LETTER.

Submits a report on the scheme for the payment of gratuities to the families of public servants who die while in service or immediately after retirement

NOTES AND ORDERS.

Submitted ^{by Secy} for order.

DMB
21-10-04. The question is one of very great importance and the opinion and suggestions of the new Comptroller would be very valuable. May he be asked to furnish forth with his views, as soon as he takes charge of his duties.

29/10/04

NOTES—First sheet.

36
2-12-04, Submitted to the Dewan Sahib
thru the 2nd Councillor.

MGCPB 25,000-18904

Serial
No.May this be circulated for discussion
in Council? *Q*

2.12.1904

If the Comptroller has no
objection then we might
have the benefit of
the new Comptroller's
opinion.*Q*
5.12.1904
5/12/04

4/12/04

3195
5.12.04

Have no objection

6.11.04

Draft of

2.12.1904

Draft sub 2 to Secy nult 9/11/04
DMS 00000

8-12-04. 8/12/04

Paper 6.12.1904
12.12.19042 To the Comptroller No. 713648 d. 14-12-04.
Requests to be favoured with the opinion
of the new Comptroller Mr. N. G. Basu
also in the Scheme.3 From the Comptroller No. 5862 d. 7/4/05
Submits his opinion
P.L. 450The Comptroller is against the
introduction of a general scheme
for the payment of gratuities

Serial
No.

to the families of the deceased officers. He is of opinion that as in British India, deserving cases may be treated as special ones and payment of gratuities to their families specially saved and suggests a course of procedure modelled on the lines of the Policy of the Govt of India. He discusses the G.L. scheme and his views are, that: —

- (i) It diminishes the inducement which an officer would ^{otherwise} have to saving and economy with a view to providing for his family.
- (ii) The inducement to private enterprise upon which Govt must rely for the material development of the country may be seriously diminished.
- (iii) It is unfair to make provision for the families of all the employees of Govt at the charge of the

Serial
No.

taxpayers

II. It will further encourage the extravagance already existing and threaten the very existence of a primitive race like the Heindos.

2. The objects and reasons of the general scheme are clearly stated in the notes of the late Dewan and the present First Councillor (the then Secy). The scheme was finally decided upon after discussion in Council and its introduction into the State finally sanctioned in Govt Order

No. 13046 d 8/6/97. At this stage Draft rules for regulating the grant and the procedure were framed and sent to the Comptroller for his opinion thereon. The opinion now proffered by the Comptroller relates more to the scheme in general rather than to the rules. Subd. grounds.

IMB ~~0000~~

11-4-05

It cannot be inferred from this order that the scheme was sanctioned

Y

20

Sd/-

File No.

5 of 1898-97

708 of 1904

42

Serial
No.

... The Comptroller has very carefully considered the question in all its aspects. There ~~are~~^{is}, as pointed by him, material objections to the introduction of the scheme contemplated, whether it be considered in the light of social economy, or relatively to incidence of taxation, ~~as~~ or as affecting public finance, or as one of the necessary or optional functions of government.

The Government have already consistently with the principles enunciated by Political Economists on these subjects, which have material bearing on the question at issue provided for the protection of the families of deceased officers by establishing a State Life Insurance and rendering it compulsory on all officers of government. The adoption of further measures with the object of affording the same protection or relief, is, I beg to state, unnecessary, unless the provision already made and the consequent protection afforded, is inadequate, and the adoption of any such measure should, I submit be in conformity with the principles referred to above.

In the last para of his letter the

Serial
No.

Comptroller has indicated the lines on which provision may be made for special cases in which the Government may for exceptional reasons, deem it necessary to provide. Beyond making a provision in the annual budget I think it unnecessary to lay down specific rules even for such cases, as it may give rise to hopes which it is undemable, should be entertained by officers of Government. Cases of the kind referred by the Comptroller, which should, of course be rare, may be dealt with, each on its own merits, the pension or gratuity ^{payable} being restricted only to such cases and being subject to assigned limits. I may here point out that Government have in the past provided for such cases and the same is being continued. The laying down of a rule for the purpose is unnecessary, of no importance for obvious reasons.

outd. Green
2/

17-4-05

Submitted to the Dewan Sahib
thru the 2^d Comptroller of Compt
matter

17/4/1905

Recd
17.4.05

Note

Both the late and present Comptrollers are opposed to the scheme for the payment of gratuities to families of servants who die while in service or immediately after retirement - a scheme intended to afford relief to the deceased's families for the sudden loss of the source of income for their maintenance.

It is no doubt very generous of any Government to see that the families of their servants are not reduced to poverty soon after the death of the bread-winner, but how far can such a policy be successfully carried to effect, it is not possible to say.

2. It cannot be said that two individuals placed exactly under the same conditions, will maintain the same position for any length of time. In the face of thrifty habits of the one, there may be unavoidable circumstances

which will affect his purse; whereas the other may turn out to be prosperous in spite of his extravagance, simply because he is not burdened with a large number of dependents &c. &c. or with any obligatory demands to satisfy. It will therefore be impossible to equalize the position of the two persons as far as their worldly possessions are concerned. It is within the experience of every man that cases of the kind above referred to, press daily upon one's notice.

3. The consequence of the institution of any such scheme must result unsuccessfully, though the attempt made by Government to relieve the distressed members of an official's family, is laudable. Of course, there is no denying that it will in a way mitigate the evil though not to an appreciable degree. There is, however, the counterbalancing disadvantage of making

the official reckless in the mode of his living irrespective of any consideration for the future life. Indian has already become

Lb EP

very expensive as regards clothing,
provisions &c. owing to Western civi-
-lization. Whether or not he is justi-
-fied in imitating his Western brother,
is *a question* which need not be dis-
-cussed here. History has taught us
that the conquered countries are ir-
-resistably influenced by the conquer-
-ors both morally and physically.
India cannot be blamed if she has adopt-
-ed in a way the Western ideas. Such
a result must follow in the course of
nature and India cannot be an exception
to the rule.

4. We have already made arrange-
-ments to provide for the poor families
of officials by organizing a compulsa-
-ry Insurance Fund. More than this, it
is not desirable to do such as the
introduction of a system of family
pension &c. or a scheme as the one under
consideration without immediately af-
-fecting the income of the officials
in question. I am ^{at} one with the two

474

Comptrollers in considering that the
 scheme if sanctioned, will neither be
 advantageous to Government nor benefi-
 -cial to those to whom it is applicable.
 It must not be forgotten that the Govern-
 -ment of His Highness the Maharaja are
 not slow in according special treatment
 to really deserving cases.

6575
 16.5.05

To Mr. ...
 15/5/05

I quite agree with
 above mentioned views.
 Must be submitted
 with 7th ...
 views.

united

7523
 To, Committee
 6. VII. 05
 8/7/05
 8.7.05

37
 8-7-05

There are so many
 opinions offered to me
 that it would be a pre-
 -sumption on my part
 not to defer to them
 but to adhere to my
 opinion. I accord-
 -ingly agree to the
 matter being decided.
 bl.

VB
 7731
 The matter may be
 allowed to drop
 15. VII. 05

7
 17.7.1905
 Submitted to
 the Dewan Sahib
 11.7.1905

Serial: 1

1897

Order No. 13046 of 8-6-97
P.M. 1572

The Comptroller is requested to frame and submit for the consideration and order of Govt: Rules amending the Mysore Service Regulations in the following particulars:-

- (1) To grant a gratuity to the families of public servant dying either before or shortly after retirement on pension, the maximum of such gratuity being fixed at ten months' pay in the case of full (or half pay) pension earned and less for shorter periods of pensionable service according to a sliding scale. The amount payable to the family

of a pensioner to be the difference, if any, between the gratuity admissible, as above, and the pension actually drawn by him before death. For the purposes of this concession, the word "family" to mean only the widow or children or both.

(2) To alter the present Privilege leave Rules, which permit of 3 months being earned in 3 years at the uniform rate of one month in each year, so that a maximum of $4\frac{1}{2}$ months may be earned in 7 or 8 years, one month being made earnable in the first year and less in subsequent years — according to a descending Scale;

And further to permit of
privilege leave being taken
in continuation of Vacation,
provided that the total period
of absence does not exceed
4 1/2 months including the
Vacation.

4/6/97
4/6/97

Draft

5/6/97

Secretary.

To.

The Comptroller to the Govt
of Mysore.

No. 82/6
P.H. 511.

OFFICE OF THE COMPTROLLER OF MYSORE,
Bangalore, 17th June 1897.

(5)

From

E. R. SUBBRAYAR, Esq.,

Comptroller of Mysore.

To

The Secretary to the Government
of Mysore
General & Revenue Dep^{ts}

Sir,

With reference to the Proceedings of Government conveyed in No. 13046 dated the 8th Instant requesting me to frame and submit for the consideration and orders of Government certain rule for granting gratuity to the families of public servants dying before retirement or after pension, and for extending the maximum period of privilege leave that could be accumulated at one time, I have the honor to submit that after a careful consideration of the subject I find myself facing numerous doubts and difficulties which render the matter so complicated as to be incapable

of being satisfactorily dealt with in my office

2 A few of them are - in the case of gratuity rules - (1) What would "family" include in cases of co-widows when an officer leaves more than one widow (2) Would "children" include (a) married daughters living independently in their husbands' houses or (b) grown up children (as opposed to minors), earning or not earning their own livelihood, or only (c) children dependent on father at the time of his death, not earning anything independently (3) In the case of Privilege leave rules - (a) what would be the general effect of the extension with reference to officers lent to us by British Government (b) how would the proportionate share of Privilege leave allowances for such officers be recovered from that Government; at least for the period in excess of the 3 months ^{only} allowable by the British Regulations (c) whether the descending scale is to be made applicable to all officers without exception or only to such of the officers as

6

as ^{wish to} accumulate their privilege leave
and take 4 1/2 months at a time.

3 With such doubts and difficulties & insufficient data to proceed upon, and indeed without the knowledge of the ideas & views that government may have in the matter, I feel incompetent to frame the rules which I humbly beg to submit would be better done in the Finance Deptth of the government wherein all such matters are generally dealt with elsewhere, and which alone by the very fact of its reserving the power of interpretation can be competent to cope with such subjects with the desired effect, inasmuch as they are in the possession of the knowledge of all the facts & circumstances rendering the introduction of such rules necessary.

I have the honor to be,
Sir,

your most obed^t servant,
E. A. Ambrose
Comptroller
My service

PAR. 17.15

1897 11453

1897
PLA-1728
DEPT. OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON, D. C.

From
The Comptroller
in Mysore

To The Secretary to the
Govt of Mysore
Rev. & Genl. Dep't.

Dated 19th

Dr J. A. C. Jones

Ex 8216

Submitting his
Opinion on the Subject
of framing rules for
granting gratuity to
families of public
servants dying before
retirement

Ad

Subd to Secty
23/6/97

Serial A3

To

Urgent

7

The Comptroller to the
Govt. of Mysore

No. 4395
PA 344

of 20 September 1902

His letter No. 8216 of
17th June 1897 PA 511 stating that
he is unable, under the
circumstances explained,
to frame rules regarding
the grant of gratuity to
the families of public
servants who die either
before or after retirement
on pension.

With reference to
the above has the honour
to forward herewith draft
rules on the subject and
to request that the
Comptroller will be good
enough to favour Govt.
with his opinion or
criticism thereon at an
early date.

The Comptroller of

of gratuity for pension
 at the election of the
 official concerned, is
 under the contemplation
 and took would be
 paid if the Comptroller
 could, with reference to
 enumeration tables for
 Indian lines, favour them
 with his opinion as to
 the lines on which the
 determination of the amount
 of gratuity payable in
 lieu of pension earned
 should be made. Govt
 believe that there have, in
 the past, been a few
 instances of gratuity
 having been allowed to
 be exchanged ^{for} pension
 by some officials, & how the gratuity
~~in such cases of gratuity~~
 it was calculated should
 also be reported.

By order

[Signature]

1879

~~Secretary~~

Apk

1879

1879

1879/1880

PTA-448

Serial 4

9

Office of the Comptroller,

Mysore Government,

Bangalore, Dated 24th September 1903.

16th Oct-03

From

The Comptroller of Mysore,

Bangalore.

To

The Secretary to the Govt: of Mysore,

General and Revenue Departments.

Sir,

With reference to your letter No.4395/P&A344 dated 20th September 1902 forwarding for favor of opinion or criticism draft rules regarding the grant of gratuity to the ^{families} ~~females~~ of public servants who die either before or after retirement on pension, I have the honor to state that the question is one of great importance requiring careful and laborious study. The whole of my office was busily engaged with Mr.Kiernander in the test audit of this office accounts between March and November 1902 and immediately after in the closing of the year's accounts and the preparation of Final Report for the year 1901-02. Subsequently on receipt of Government order on the report of Mr. Kiernander, the Budget had to be prepared in the new forms according to the rules proposed by that officer and approved by Government thereby necessitating a thorough recast of the Budget heads, and the revision of forms of Treasury Cash accounts and of the District Classified Abstracts. I had not therefore sufficient time to study all the details of the question. Moreover as the proposal involves an ^{appreciable} ~~applicable~~ additional burden on the Finances of the State I felt diffident to dispose of it in a hurry- I have therefore left with Mr.Eagles, Offg: Comptroller a brief and hurriedly written note, containing my views on the subject for my successor to make what use he likes of it.

I have the honor to be,

Sir,

Your most obedient servant,

E. H. Eagles

Comptroller.

Special Audit Sept.
1903.

From
The Comptroller of
Albany.
To
The Secretary to the
Govt of Albany.
Earl & Her Depts.

Dated }
Despatched } Oct 10.
Received }
1903

Stating that as he
had no sufficient
time to study the
rules regarding the
grant of gratuity
to the families of
Public servants who
die before or after
retirement in Pension
he has left the same
with a brief and
harrowish written
note containing his
views with Mr H. Doyle,
Off. Comptroller for
his successor to
make what use he
likes to make of it

~~Letter reference~~ To The offg Comptroller to
the Govt of Mysore

S. 7080/07

No. PTA 687

Referred in

of 30th October 1903

July 05

Comptroller's letter
No. 1993 d. 24th Sept 03
stating that he had not
sufficient time to study
all the details of the
question of granting
gratuity to the families
of public servants who
die either before or after
retirement on pension
and that he has there-
fore left with the
offg Comptroller a
brief and hurriedly
written note contain-
ing his views on the
subject for his ~~successor~~
successor to make what
use he likes of it.

With refce to the above
has the honour to request
that the offg Comptroller
will be good enough
to

Expedite the submission
of ^{a report} ~~his opinion~~ on the
Subject.

B. O.
H
#2
30/10/03
For Secy

und
14. XI. 03

DM
29/10/03

Serial 5



D 1169

124

No. 185281
Rec. 99

Office of the Comptroller,
Mysore Government,
Bangalore, Dated 20th September 1904.
21

From

Henry Eagles, Esq.,
Offg: Comptroller of Mysore,
Bangalore.

To

B. K. Venkatavarada Iyengar, Esq.,
Secretary to the Government of Mysore,
General and Revenue Departments.

Sir,

In continuation of this office No. 1993 dated 24-9-'03
I have the honor to submit the following report on the Scheme
for the payment of gratuities to the families of public servants
who die while in service or immediately after retirement.

I submit herewith the notes left by Mr. Subrayer, my predecessor, on this subject from which it will be observed that he was not in favour of the Scheme on the ground of its being unsound in principle. In lieu of the gratuity proposed in the draft rules received with your No. 4395P&A/344 dated 20-9-1902, ~~he~~ suggested the benefits of the present State Insurance Scheme being extended on the following lines :-

- (a) Abolition of the present premium limit of Rupees 50/- so as to raise the amount of the bonus payable;
- (b) The introduction of the optional or ordinary endowment Assurances on the lives of officers for the benefit of their children on premiums of $2\frac{1}{2}\%$ and $1\frac{1}{4}\%$ of their pay for each son and daughter respectively; and
- (c) Bonuses on policies for the benefit of children, calculated at an enhanced rate of interest from 5 to 7 per cent instead of the present rate of $3\frac{1}{8}$ per cent.

3. Strictly viewed all pensions or gratuities are unsound in principle in-as-much as they are granted not for any present service rendered. Such pensions are granted on other considerations and the principle on which ^{they are} ~~it is~~ chiefly based is that employers of organised labour, not only in the interests of the employed but also in their own interests, help those who have spent the best part of their ~~lives~~ in their service by the grant to such persons, should they outlive their earning capacity, or to their families in the event of their death, such help as their station in life demands. But whatever the motive, the system is recognised by all and acted up to in some fashion or other by the ~~Majority~~ of the employers.

4. While ample provision has been made in our Service Regulations in the case of public servants who outlive their service and who have thus had time to make some provision at least for their families, there is none whatever in the case of those unfortunates who happen to die while yet in service and who have consequently had little or no opportunity to make such provision. The case of these men deserves some consideration at the hands of Government.

5. I may however mention here that some attempt has already been made by Government to remedy in part this defect by the establishment of the State Life Insurance. But this is not all and is only a partial remedy. The further optional assurances suggested by Mr. Subrayer ~~does~~ not seem to me practicable in-as-much as the majority of the Government servants cannot afford to pay the extra premiums. If the Government is so disposed it may sanction this Scheme of further insurance also as it would help such of those who can afford to pay for the provision, which they would wish to make ~~further~~ for their families. But it is a proverbial fact that most of these in the service hardly find themselves able to make both ends meet and they will not take kindly to the Scheme unless they are actually compelled to do so. But it ^{is} a question how far we can compel them to sacrifice

sacrifice their present convenience for the prospective family provision. Even in the present compulsory Scheme of Insurance many try to avoid submitting proposals as long as possible and it is only when they are pressed very hard by stoppage of pay that they effect the required insurances. Such being the case I do not think it will be possible to compel all public servants without causing much undue hardship, to effect further assurances on their own lives for the benefit of their wives & children.

5. The question of payment of a suitable gratuity therefore presents itself as the only means by which redress can be given to the families of deceased public servants.

7. The next thing to be considered in this connection is, what are the principles which should guide Government in fixing the amount of such gratuity. In the draft rules received the amount payable is on a graduated scale, the maximum being 10 months and the minimum $6\frac{1}{2}$ months pay and begin^{ning} with those who have rendered 10 completed years of service. According to the ordinary rules of service an officer who is retired before he completes 10 years service becomes entitled to a gratuity of one months pay for every completed year of service (Vide Art:320 (a) Mysore Service Regulations). But under the draft rules, the family of an officer who unfortunately dies after completing 10 years service would be entitled to $6\frac{1}{2}$ months pay only. Moreover, no provision is made in these rules in the case of those who die before completing 10 years service. This I think is hardly fair.

8. If the gratuity payable is to be ⁱⁿ keeping with the provision already made in the Service Regulations and ^{if} the Scheme to benefit all as it is intended to be, the amount of gratuity should be one months pay for every completed year of service up to 10 years and half a months pay for every completed year of service ~~of~~ above 10 years. In order, however, that it may not unduly press on the finances of the State, some check should be placed both on the maximum period of service for which, and the ~~maximum~~ pay on which, gratuity is to be calculated. In the case of

of pension there is already such a check, service of 30 years and upwards being taken as 30 years and monthly pay of Rs.1000/- and upwards being taken as Rs.1000. The same limits may be placed in this case also.

9. The scale would then be as under :-

Years of Completed Service.	Gratuity of Months pay.
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	10½
12	11
13	11½
14	12
15	12½
16	13
17	13½
18	14
19	14½
20 and above	15

Such a scale will, in my opinion, benefit all without excluding any and without unduly increasing the burden of the State.

10. Another defect which I noticed in the draft rules is the absence of provision as to who constitutes the final authority in determining the rightful heir or heirs of the deceased to whom the gratuity can be safely paid. Considering the complicated and peculiar nature of the Hindu & Mahamedan family and the laws relating to the distribution of their family

family property, and considering also the fact that litigation is not uncommon in these communities even in ~~these communities~~ the 2nd & 3rd generations, some such provision seems very necessary in order that officers of Government may not be dragged to Courts and that there may be no second claim against Government for the amount. A provision to the effect that when once a person has been declared by the Head of Department to be the heir of a deceased servant and the gratuity is ordered to be paid to him, there is no appeal against his order of declaration, has therefore to be made not only in these rules but also in the Civil Procedure Code so that no Civil Court may have jurisdiction in the matter.

11. In regard to the question what would be the annual charge on this account, I regret to state that in the absence of reliable Statistics to guide me, I cannot give the actual cost. The following is however a rough estimate. There are in the State 265 Gazetted Officers drawing an annual salary of Rs.15,16,560/ 6,743 Non-gazetted officers drawing Rs.22,54,929, and 16,336 men in the inferior service drawing Rs.16,59,310. Striking an average the monthly salary drawn by a single officer in each of these three classes is Rs.475, Rs.30, and Rs.9 respectively. The average duration of human life may, as for insurance, be assumed to be 35 years and supposing that persons enter Government service at their 20th year they will have completed 15 years service when they attain their 35th year. The average death rate in the Province is, as per last Census Report 16 • 39 and applying this rate to the present purpose the annual cost of gratuity will be about a lak, calculated at one months pay for each completed year of service and also for the full No of years of service. But this amount will be very much reduced. (1) When the limit in regard to period of service and the amount of pay prescribed in para 8 is applied, (2) When it is considered that the death rate among public servants is comparatively less than the general as most of them are employed only after they are subjected to a

a strict Medical Examination and are declared to be phycally fit and (3) when the reduction, by half~~made~~, in the case of gratuities payable for service above 10 years is taken into consideration. I am of opinion that the charge will not be in excess of Rs.60. or 70,000 a year.

12. I regret that there has been considerable~~ly~~ delay on the disposal of this reference but it was unavoidable owing to the increasing pressure of work in the office.

I have the honor to be,

Sir,

Your most obedient servant,



Offg: Comptroller.



Note on the proposal for a system of Family

Gratuity.

Secretary's letter No.4395/344 dated 20th September 1902.

The question of pension is of a very complicated nature involving various moral, social & economical considerations- All Schemes for Pension are based upon the sound principle that the Government or any public body employing organized labor should help only those that help themselves, that they should arrange to maintain in comfort and ease such of their servants as have spent the best part of their lives in their service and have outlived, their earning capacity and they should also render all legitimate help and offer every inducement to all their servant to make suitable provision for the members of their family after their death. At the same time it is rightly considered by them as highly inexpedient to dispense individual charities or to do any thing that will tend to weaken the natural inducement for thrift and prudential care with which every head of a family is bound to make suitable provision for his family.

2. We have therefore two systems of pension- one for the members of the service itself, who have outlived their service, payable monthly during life and conduct in view to enable them to live in a manner befitting the rank and social status which they held while in service, another to the members of their family after their death.
3. To meet the charges on account of pension to the retired servants a certain percentage of the gross salaries of all the servants is either assumed to be withheld or actually recovered by deduction therefrom. This pension is paid in all cases by monthly instalments except where the amounts are very small (Rs.20 a year) compared with the amount of monthly clerical and accounting labor necessitated by such small payments. For the family pension each servant contributes in cash by deduction, from the net pay he draws, either compulsorily or voluntarily a

a certain per-centage of such net pay towards a suitable pension for each member of his family after his death.

4. Both the Pensions are calculated upon acturial principles the subscriptions being treated as premiums held in Government Treasuries, to accumulate at a certain rate of Compound Interest. It is only in this manner Government comes forward to help in not only holding themselves responsible for all liabilities on account of these pensions but also in allowing in the case of family pensions, such pensions to be calculated at a rate of interest higher than the market rate.

5. I know of no system of pensions paid in lump sums as a rule. Considering the peculiar nature of our family system and of the Law ^{Law} regulating the distribution of property under which litigations in the 2nd and even in the 3rd generation are not uncommon in regard to such property being ancestral or self acquired or other such complicated questions, I am not ^{at} all in favor of large sums being paid into the hands of families of deceased officers at a time when they have just lost their guiding head, when they will be tempted to squander them away in expensive funeral ceremonies &c., If not snatched away by unscrupulous and needy relations or irretrievably lost through well meaning relations speculating for high rate of interest.

6. In our Province we have both the systems of pension viz the British system of Pensions for uncovenanted officers for the benefit of the retired officers and the State Insurance Scheme for the benefit of their families, with this difference, the family pension is paid in lump sums instead of in monthly instalments, which, as I have already stated, is open to a serious objection and should in my opinion be converted as a rule into monthly pensions-Government reserving the power of sanctioning lump sum payments only in special cases.

7. The proposed Scheme under notice can be justified only on the ground that the gross wages of our officers are some what less than those of similar classes elsewhere, that they should all be increased by a certain small per centage and with the in-

increased undisbursed percentage some scheme of relief for the families of the deceased officers and pensioners should be devised or that the family provision secured by the State Insurance is not sufficient and that Government should out of consideration of pure charity, help such families entirely at their cost.

8. Viewing it either way the Scheme does not appear to be sound or rational- If the first principle be adopted the pension or lump sum gratuity should be calculated on recognised actuarial basis, not fixed arbitrarily as has been done. The families of officers who die before they put in 10 years service are denied all relief although their gross salaries also were subject to deduction while in service- If on the other hand the Scheme has been conceived purely out of charity I venture to submit that charity is not dispensed by rules based upon length of service, pay &c., but upon the usual considerations of the condition of the families, their requirements, the present and future earning capacities of their members &c., To quote two cases not certainly impossible or extremely uncommon, though hypothetical. Two officers A & B, each on pay of Rs.600 a month, die after a service of 25 years, one leaving a widow and an only son, an Assistant Commissioner on Rs.400, and the other a widow with six daughters all married at the expense of the father's earnings, three of whom widowed and living in the family, and two sons, aged 12 & 10. The proposed rules will benefit both the families equally to the extent of Rs.6000; while charity will be perfectly justified in refusing help of any kind to A's family and dispensing to B's all that it can. In these circumstances I am unable to recommend the proposal.

9. I may however recommend that the benefits of our State Insurance Scheme may be extended still further on the following lines :-

(1) Compulsory Insurance as at present on 10% of pay intended for the benefit of self & wife, officers having the option of ordinary or whole Life Assurance or Endowment Assurance

(2) Present maximum limit of premium viz Rs.50 to be abolished.

(3) Optional ordinary or Endowment assurances on the lives of the officers for the benefit of their children- premium for each son not exceeding $2\frac{1}{2}\%$ of their pay and for each daughter $1\frac{1}{2}\%$.

(4) Bonuses on Policies for the benefit of children to be calculated at 5% interest, even 6 or 7 ~~$\%$~~ if Government be so disposed instead of $3\frac{1}{2}\%$ adopted for the compulsory assurance now in force.

10. In regard to commutation of pension the table adopted by the Government of India is for good lives and can be applied only to cases where a Board of Medical officers can after careful examination certify that the life is a good one and under precautions and at the rates usually adopted by the most liberal ly disposed Insurance Companies for lives beyond age 50. It cannot therefore be made a general rule to be availed of at the option of the officers without Government incurring very heavy and unknown financial liabilities. I cannot also recommend it for reasons stated in para 5.

(Initialled) F.R.S.

Bangalore

24th September '03.

Copy
Mr. Eagles
Offg. Comptroller
20/9/04.

(Enclosure to letter No 99 of 20/9/04.)

Serial 7



1904/1/30/5

22

From

Secy. to the Govt. of His Highness
the Maharaja of Mysore,
Genl. and Rev. Depts.

To

The Comptroller to
the Govt of H.H.
the Maharaja

Dated

Despatched

Received

General No.
No.

ENCLOSURE NO.

14 Dec 1904

JL 3648
SLA 303
SLA 5-96

Sir,

Adverting to
your letter no 1852
of the 21st Sep 1904
submitting a report
on the scheme for
the payment of
gratuities to the
families of public
servants who
die while in service
or immediately
after retirement,
I am directed
to state that

12/16

the Govt of it at
 the Maharaja
^{desire} wishes to have also
~~the benefit of~~
 the opinion of
 the ~~to~~ ^{new} Comptroller Mr. N. G. Basu, who may ^{therefore} be
~~also on the subject~~
~~to request you~~
~~therefore to~~
~~to arrange with~~
~~the views of the new~~

New Comptroller
^{regretted on his assuming charge}
~~as soon as he~~
~~takes charge of~~
~~his office~~ to kindly favour
 Govt with his views in the matter

I have re

12-12-1904

See 7

mm
12/12/04

3706
12/12/04

mm
9/12/04

No. 5862
Pen 450



Serial 8,

24/25-24

Office of the Comptroller,

Mysore Government,

Bangalore, Dated 7th April 1905.

From

Rai N. G. Basu Bahadur, M.A.,

Comptroller of Mysore,

B a n g a l o r e.

To

B. K. Venkatavarada Iyengar, Esq.,

Secretary to the Government of Mysore,

General and Revenue Departments.

Sir,

I have the honour to acknowledge the receipt of your reminder dated the 30th March 1905^{N^o 6426} asking me to expedite the reply to the case for my opinion on the scheme for the payment of gratuities to the families of public servants who die while in service or immediately after retirement.

2. In reply I beg to state that the case has been receiving my careful consideration since I took charge of my duties under the Mysore Government and I have been anxiously examining the arrangements lately sanctioned in British India for helping the families of meritorious public servants in very exceptional cases, but I am sorry to say I cannot see my way to recommend a general scheme of the kind sketched by the Government of His Highness the Maharaja of Mysore.

3. A general scheme for the payment of gratuities to the families of deceased officers, appears to me to err too much on the side of liberality. It diminishes the inducement which an officer ^{would} otherwise have to saving and economy with a view to providing for his family and it is on this ground that such rules do not exist in British Service, special cases, may however, be considered on their merits by Government and where the officer was a meritorious public servant, bore a good character

character and died prematurely, a gratuity not exceeding a years salary may be sanctioned under certain safe guards.

4. I venture respectfully to submit that apart from the stock objection to a general scheme of family gratuities above stated, there is in my opinion a special objection to the introduction of the scheme in a Hindu State like Mysore. ~~Why~~ We Hindus by our habits and customs, and by our association if a joint family are to some extent trained to undervalue the ~~virtues~~ of self-reliance and if Government service is made still more attractive by the introduction of the scheme proposed, the chances are that the inducement to private enterprise upon which we must rely for the material development of the country may be seriously diminished, and the whole burden of such development may be thrown upon Government.

5. If the work of Government could be confined only to such services as are inseparable from the idea of Government then there might be some ^{ground} ~~ground~~ for constituting the whole administrative machinery into a sort of joint family the distress of one member of which might reasonably be relieved by drawing upon the common purse; but as it is the Government of the present day is ^a large employer of labour in various departments of service quite unconnected with the fundamental idea of Government and I venture to think it will be unfair to make provision for the family of all the employes at the charge of the general Taxpayer.

6. It is not on grounds of sentiment or theory alone that the scheme is objectionable. It is notorious that with the spread of English Education and English methods in various walks of life people are abandoning old simple styles of living and have begun to live much beyond their means. Such a course is calculated to threaten the very existence of a primitive race like the Hindus and I earnestly request Government to consider whether the proposed measure will not have the effect of still further encouraging the extravagance already existing.

Although I am highly impressed by the feeling of benevolence

benevolence and liberality by which Government is actuated in proposing this scheme for helping the families of officers, it will be seen from what is stated above that the scheme is justly open to the objection ^{that} it may really tend to substitute State help for the help that might come in ordinary course from the natural guardians of the family.

8 The scheme of Government pension now in force may be compared to a cooperation system of provident institution in which the burden imposed upon Government by long life is compensated by the early death of some of the recipients of pension. Government may be said to place itself under an obligation to pay to every one of its pensionable employes a certain proportion of the monthly pay and on an average this obligation is fully discharged by the total payments to the longlived and shortlived pensioners taken together. The present scheme if carried out will add a fresh burden which the finances can ill afford to bear and it is doubtful whether they should properly be made to bear it.

9 The scheme of compulsory State Insurance now in force in Mysore goes a long way to provide for the families of officers dying in harness and it will I think be sufficient if at a later stage the insurance rules are so modified as to make the amount of bonus depend on the pay of the officer at the time of his death or retirement; in no case the amount of bonus being less than 12 months pay.

10 If the Government of Mysore decide to abandon the present scheme and provide for special cases as is done by the Government of India, the provision will be on the following lines :-

(1) The gratuities should be confined to families of Government servants left in indigent circumstances in cases of exceptional character not coming within the rules in Mysore Service Regulations.

(2) Amount of annual provision for such gratuities should be limited to a fixed amount (Rs.22,500- in British India);

unexpended balance of one year's grant to be carried forward to the next year, but actual expenditure in any year should not exceed a fixed amount (Rs.45,000 in British India).

(3) Amount of an individual grant should be limited to a maximum in exceptional circumstances, of a named amount (Rs. 5,000 in British India) the precise amount in all cases being fixed according to the number of members of the family to be relieved and the particular necessities of the case. The amount of a year's pay of the deceased to be generally taken as a suitable guide in fixing the maximum gratuity.

(4) To justify a donation the working head and support of the family to be relieved should be reported to have been a meritorious public servant and the case would be regarded as strengthened if it could be shown that his life had been shortened by the faithful discharge of his duties.

(5) . Salary of deceased officer should not exceed a named amount (In British India Rs.750 per mensem) except in cases where premature death had rendered it practically impossible for him to make suitable provision for his family.

(6) No pension to be granted but yearly ~~in~~ grants may be made for a limited portion of time towards the education of children.

I have the honor to be,

Sir,

Your most obedient servant,

L. B. B. B.
Comptroller.

P. H.
17/11